

Equality Five Year Report 2018 - 2023

BELONGING

Trust set up a partnership with Ashfield Girls High School. A number of career information sessions were delivered including preparation for interview and career options in the Trust.

Good Relations Statement During 2020, we engaged with service users, staff, trade unions and representatives from the community and voluntary sector. The poster is displayed across the Trust for staff and service users.

Gender Identity Policy Regionally we have developed a policy that supports people who identify as transgender or non-binary in the workplace, working with individuals and with voluntary sector groups to inform the policy.

The Disability Toolkit Was co-developed by Health and Social Care organisations and provides a comprehensive overview of all issues related to disability for managers and staff.

WELLBEING

DISABILITIES FORUM
Established May 2022
70 attendees
2 Meetings

MULTICULTURAL FORUM
Established April 2021
Over 100 staff attendees
8 Meetings held

DROP IN SESSION
Established October 2022
4 staff attendees
1 Session held

CAREER FORUM
Established November 2022
31 attendees
1 Meeting held

All Forums supported by Chairman, Chief Executive and Directors

EMPOWERING

WORKING WELL WITH INTERPRETERS DID THE TRAINING MEET YOUR EXPECTATIONS?

415 attendees, 114 Face to Face, 301 Virtual

Interpreting - Top 10 languages :

1. Arabic
2. Polish
3. Bulgarian
4. Ukrainian
5. Lithuanian
6. Russian
7. Slovak
8. Romanian
9. Latvian

Making Communication Accessible for all

The Trusts worked with disabled people and representative organisations to co-develop a guide for HSC staff on how to provide accessible communication for people with a disability.

Progress Development Programme for Minority Ethnic Staff held at the HSC Leadership Centre.
Co-designed by Trusts & the HSC Leadership Centre to develop our staff. The Trust supported 3 staff to attend this programme.

GROWING

Equality Diversity & Inclusion Policy
During 2021, we consulted with internal and external stakeholders to create a policy to provide guidance and advice to staff and managers. This policy focused on the recruitment and retention of staff paying care and attention to unconscious bias.

Equality Team Support For the Trust through COVID 19
Equality team members helped set up & implement HR Help Desk

Team members were redeployed to the Work Force Appeal recruitment team and other Trust areas.

Equality Team Professional Development:

- CIPD - Level 5 Human Resource Development Programme
- Coaching & Mentoring Programme
- Mediation Qualification
- Excel Training
- Important Conversations
- ILM - Leadership & Management
- Grievance Panels

LEADING

Practical Manager
Equality sessions delivered as part of the Practical Manager programme. Very positive feedback!

Patient Experience Patient Supervisor Training
Face to face training to support supervisors and develop their managerial skills. Positive feedback from attendees.

Guidance for our Trust Board and Executive Team
The Trusts worked together to develop a guidance for our Trust Board and Executive Team members as an aide memoire on the legislative requirements and matters to consider in their strategic decision-making.

Mutual Mentoring Pilot Researched and launched. Positive feedback and more planned!

New: Equality & Values Cultural Training
Developed July 2022
82 attendees
2 Directorates CSSD & Patient Experience

Equality and human rights e-learning consistently the **top course** undertaken

Equality Screenings
276 Published on Trust website including Covid-19 response, Rebuild and Winter Pressures.